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ABSTRACT

California public community colleges (n=106) were surveyed regarding projected retirements at age 65 of certificated college staff and faculty members for the years 1977-78 through 1981-82. Survey responses identified 1,041 persons employed at least 60% of full-time that would reach age 65 between 1977 and 1982. By year, these figures were: 125 in 1977-78, 183 in 1978-79, 227 in 1979-80, 241 in 1980-81, and 265 in 1981-82. Although recent state and federal legislation postpones mandatory retirement to the late 60's, it is felt that early retirements will balance out those staying past 65. A prior statewide sampling among older colleges had led investigators to anticipate a doubling in number of those reaching 65 from year to year so that 1981-82 figures would be two to four times greater than those for 1977-78. Two possible explanations of why this was not the case in the current survey are cited: (1) statewide faculty were younger than was anticipated, and (2) gradual attrition has occurred among the sizable number of public school transferees that filled junior college positions during the rapid postwar expansion of the junior colleges. Projected retirees by 1981-82 are classified by field or discipline, fields reporting no projected retirees are listed, and geographical distribution of retirements for rural, suburban, and inner city colleges is summarized. (TR)

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Field Service Leaflet No. 1

UNIVERSITY OF CALIFORNIA, BERKELEY
SCHOOL OF EDUCATION
FIELD SERVICE CENTER

Demographic Age Study of Certificated Employees in California Public Community Colleges

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For Additional Information

The Field Service Center issues occasional leaflets on topics of current interest. We hope that this Demographic Age Study of Certificated Employees in California Public Community Colleges will prove to be useful in your planning. Additional copies of this leaflet may be obtained from:

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FORWARD

In May, 1977, the California Community and Junior College Association Committee on Research and Development joined with the Research Committee of the California Educational Placement Association (CEPA), the Research Committee of the University of California Berkeley Chapter of Phi Delta Kappa, and the Bay Area School Personnel Association (BASPA) in requesting that a survey be made of projected retirements at age 65 of certificated staff and faculty in California Public Community Colleges during the next five years. The requesting agencies had some indication from pilot studies and interviews that there would be an unusual number of vacancies at Community Colleges because of retirements during this period. With information regarding projected retirement of faculty in specific subject fields, community college officials could project their needs for replacements. Teacher training institutions could, in turn, encourage students to enter the subject field areas where retirements would be at a higher level.

Surveys were sent to the 106 California public community colleges and there was 100 percent return. Analysis of the raw data was conducted by Dr. Tom S. Phair, Coordinator Research, Career Planning and Placement Center, University of California, Berkeley.

OVERVIEW

One thousand and forty-one (1041) full-time staff and faculty were identified as reaching age sixty-five between 1977 and 1982. The identified people are all certificated or credentialed by the State of California and employed at least 60 percent of a full-time teaching or staff load.

In the past all of these employees would have been required to retire at age 65. Recent state and federal legislation postponing the mandatory retirement age to the late 60's may have some effect on whether these employees

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actually retire at age 65; however, there is some indication that early retirements beginning at age 55, but more likely at age 62, may balance those staying on past age 65.

A breakdown of those reaching age 65 in the next five academic years is as follows:

Academic Year	Number Reaching Age 65
1977-78	125
1978-79	183
1979-80	227
1980-81	241
1981-82	265
TOTAL	1,041

The increase in the number of staff and faculty reaching age 65 over the next five years was anticipated in the sampling done prior to this statewide survey. However, the sampling was done with only a few community college districts, all of whom were over 50 years old. The rationale for choosing these colleges was based on the assumption that the increased numbers reaching age 65 would be more apparent in the older colleges.

It was projected that on a statewide basis the numbers of those reaching age 65 would more than double each year. It was anticipated that the numbers reaching age 65 by 1981-82 would be two to four times greater than in the 1977-78 year.

There appears to be at least two strong possible explanations of why there was a lower than anticipated number reaching age 65 by 1981-82.

1. Statewide staff and faculty are younger than was first anticipated. 51 percent of the newly employed full-time staff and faculty for the year 1976-77 were between the ages 26 and 36. (See CCJCA Study, "Staffing Patterns in California Public Community Colleges, A 1976-77 Overview," dated February 28, 1977). A number of Personnel Officers consulted in the analysis of this survey advanced the theory, based on an examination of the ages of their certificated staff, that a peak of 65-year-old employees will not come until 1986-87. The Research Committee of CCJCA may, in the early 1980's, want to conduct another projection, perhaps based on a survey of ages 65-69.

2. It can be speculated that fewer members of the C.C. staff and faculty will reach age 65 by 1981-82 than had been anticipated because of gradual attrition that has taken place following World War II. This study assumed that sizable numbers of elementary and secondary staff and faculty transferred within the administrative framework of the unified school district in California during the rapid postwar expansion of the junior colleges. The ranks of the junior college system were filled at that time with transferees from within the unified school district, particularly in the academic subject fields. These transferees were, of course, considerably older than the average teacher who has just finished a teacher training program. However, between the late 1940's and the present, it would appear that sizable numbers of these public school transferees have not remained within the independently administrated community college district.

SUBJECT AND STAFF POSITION ANALYSIS

The numbers of staff and faculty who will reach age 65 by 1981-82 are listed below by subject fields:

Administrators	85
Language Arts and Literature	83
Counselors	64
Nursing	38
History	38
Business and Industrial Management	37
Foreign Language: Spanish, French & German reported	36
Industrial Trades: Welding, Auto, Electrical, Drafting, TV, Shoe Repair and Machine Shop reported	35
Mathematics	35
Biological Sciences	34
Librarians	33
Chemistry	31
Office Services and Related Technologies	29

Health and Physical Care Services & Related Technologies	27
Physical Education	27
Psychology	27
Art and Design, including photography	26
Music	24
Economics	23
Industrial Arts, Auto Mechanics reported	18
Physics	17
Social Science	16
Engineering	16
Architectural Engineering and Related Technologies	16
Accounting	16
Communication Services and Related Technologies including Printing	15
Humanities	15
Police Science	15
Sociology	13
Philosophy and Religion	11
Theatre Arts and Related Technologies	11
Food, Food Services and Related Technologies	10
Earth Sciences including Geography, Geology and Geophysics	9
Consumers and Family Education	9
Industrial, Machine and Related Technologies	8
Marketing and Distribution	7
Government, Theory and Practice, Local and International	7
Fine and Applied Arts and Related Technologies	6
Nursery School and Pre-School Education	6
Agricultural Services and Processing	5
Real Estate	5
Cosmetology and Barbering	4
Law	4
Ornamental Horticulture	4
Special Education (Handicapped)	4
Zoological Sciences	3
Computer Science	3

A Building Trade, Carpentry reported	3
Aircraft	3
Aeronautics	3
Textiles, Textile Services and Related Technologies	2
Mining, Metallurgy and Related Technologies	2
Basic Education	2
Botanical Sciences	2
Public Services and Administration	1
Professional Education	1
Personal Services	1
Insurance	1
Forestry and Natural Resources and Related Technologies	1
Fire Science	1
Astronomy and Astral Physics	1
Anthropology	1

The colleges did not report any staff or faculty who would reach age 65 by 1982 in the following fields:

Animal Production
Architecture
Banking and Finance
Court Reporting
Dance
Driving Instruction
Ecology
Ethnic Studies
Marine Science
Military Science
Motel and Hotel Services and Related Technologies
Plant Production

GEOGRAPHICAL DISTRIBUTION

Community Colleges in California divide themselves for convenience into three groupings: rural, suburban and inner-city. Rural colleges have a student population from 600 to 3,000. Suburban colleges range from 3,500 to 12,000. Inner-city colleges frequently have 15,000 to 40,000 students.

A sampling of the data submitted by the colleges in the three categories indicated that rural colleges had 33% more staff and faculty reaching age 65 by 1981-82 than suburban colleges and 20% more than at the inner-city colleges.

Since the number of staff, faculty and students varies widely in the three categories, it is to be expected that total numbers for each group would also vary.

Instructors in the para-professional, vocational and occupational programs who will reach age 65 by 1981-82, constituted 55% in the rural colleges. 41% in the suburban colleges, and 36% in the inner-city colleges.

CONCLUSIONS

Most Community Colleges in California are relatively young compared with other institutions of higher learning. There were 27 colleges in the late 1930's, 67 in the 1950's, and 106 by 1978. The older colleges have older facilities. New colleges tend to hire young faculty (26 to 36 in age). It will be a long time before these younger staff and faculty reach retirement age.